

# Four styles of behavior

## **Dominant**

Fast-paced and outspoken  
Questioning and skeptical  
Challenge  
Results  
Action

## **Influential**

Fast-paced and outspoken  
Accepting and warm  
Action  
Enthusiasm  
Collaboration

## **Analytical**

Cautious and Reflective  
Questioning and skeptical  
Stability  
Accuracy  
Challenge

## **Steady**

Cautious and reflective  
Accepting and Warm  
Collaboration  
Support  
Stability

# Four styles when in a situation involving conflict

## Dominant

Direct  
Tough-minded  
Strong-willed  
Forceful  
Blunt  
Impatient  
Focuses on logic and victory

## Influential

Outgoing  
Enthusiastic  
Optimistic  
Lively  
Impulsive  
Outspoken  
Focuses on expression and feelings

## Analytical

Analytical  
Reserved  
Precise  
Private  
Restraint, analysis, rigidity  
Focuses on justice and logic

## Steady

Even-tempered  
Accommodating  
Patient  
Tactful  
Passive resistance, compromise  
Focuses on feelings and consensus

How much  
of your  
“style”  
does this  
capture?

# Possible destructive responses for each style

## Dominant

Fear of being taken advantage of  
Fear of looking weak

### So I may...

Overpower others  
Become impatient or insensitive  
Create win-lose situations  
Refuse to bend

## Influential

Fear of rejection  
Fear of disapproval  
Fear of not being heard

### So I may...

Become impulsive  
Make personal attacks  
Gloss over tension

## Analytical

Fear of being wrong  
Fear of strong emotion

### So I may ...

Become defensive  
Make passive-aggressive attacks  
Become critical and sarcastic  
Overpower with analysis

## Steady

Fear of letting people down  
Fear of facing aggression

### So I may ...

Give in to please others  
Ignore problems  
Let issues simmer  
Avoid tension

Have any of these responses become your “go-to” response?